

# Ashli B. Carter

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1176 Kravis Hall

## ACADEMIC POSITIONS

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### **Columbia Business School, Columbia University**

2022 – Lecturer in the Discipline of Management

### **Stern School of Business, New York University**

2019 – 2022 Assistant Professor/Faculty Fellow of Management and Organizations

## EDUCATION

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### **Columbia Business School, Columbia University**

2019 Ph.D. in Management  
Dissertation: Abstract versus concrete construal in decision-making groups: How seeing “a group” versus “individuals” shapes information processing within homogeneous and diverse teams

2016 M.A. in Management

### **Stanford University**

2013 B.A. (with honors) in Psychology

## TEACHING

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### **Columbia Business School, Columbia University**

- Spring 2023 Managerial Negotiations (MBA)
- Course Instructor
  - This course aims to help students improve their skills in two fundamental ways. One is knowledge-oriented: students learn concepts and frameworks for analyzing and preparing for bargaining. A second route is practice-oriented: students engage in a sequence of hands-on activities, practicing and reflecting, building self-awareness, and honing their skills for creating and claiming value.
- Fall 2022 Lead: People, Teams, & Organizations (MBA)
- Course Instructor
  - This course focuses on the skills sets needed to elicit high commitment and productivity from people and groups. Awareness of one's own values, beliefs, decision-making tendencies and behaviors is seen as a crucial first step in becoming a leader. Thus, a significant portion of the course consists of activities designed to enhance students' self-awareness. The course provides students with the interpersonal skills needed to motivate key actors in the workplace and to manage group dynamics so as to create synergy among group members. Methods of instruction include individualized feedback, cases, role-plays and experiential exercises.
  - **Evaluation: 4.8/5**

## Stern School of Business, New York University

Fall 2021

Leadership in Organizations (MBA)

- Course Instructor
- This core management course helps students recognize the key factors that contribute to effectiveness within an organization and the role they can play in helping their organizations be successful. Students develop the skills needed to analyze and navigate current and future organizational lives using their past, current, and potential work experiences as key learning material.
- **Evaluation: 4.8/5**

Spring 2021– Spring 2022

Management & Organizations (undergraduate)

- Course Instructor
- This core management course prompts students to explore how organizational leaders develop winning strategies, and then design their organization in a way that aligns structures, social relationships, tasks, and people to achieve those strategies.
- **Evaluation: 4.5/5**

Professional Responsibility & Leadership (undergraduate)

- Course Instructor
- This capstone seminar of the Social Impact Core allows students to reflect on why they are embarking on a career in business, and how they intend to act as business professionals; to think systematically about the risks and sources of resilience relevant to their professional lives; and, to cultivate the habit of engaging in reflective dialogue with diverse stakeholders.
- **Evaluation: 4.3/5**

## Manhattan College

Spring 2018

Human Behavior in Organizations (undergraduate)

- Course Instructor
- This core management & marketing course teaches students behavioral sciences concepts and techniques for maximizing both the contribution of human resources toward organizational goals and the personal growth and fulfillment of organizational personnel.
- **Evaluation: 4.3/5**

## INVITED TALKS

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- Columbia University, Columbia Business School, Orientation: *Meet the Moment: Diversity, Equity, Inclusion and Anti-Racism Orientation* (January 2023)
- Columbia University, Columbia Business School, High Impact Leadership Executive Education Program: *Leadership Lifeline; Group Dynamics* (December 2022)
- Columbia University, Columbia Business School, Developing Leaders Executive Education Program for Nonprofit Professionals: *Leading Teams* (November 2022)
- Columbia University, Columbia Business School, Managerial Negotiations Guest Lecture: *Identity in Negotiations* (November 2022)
- University of Southern California, Marshall School of Business: *Translating Management Research to Shape Current and Future Leaders* (January 2022)
- Center for Curatorial Leadership: *Leading and Managing Teams: Collective Intelligence* (January 2022)
- University of Virginia, Batten School of Leadership and Public Policy: *Translating Social Science Research to Shape Future Leaders* (November 2021)
- University of North Carolina, Kenan-Flagler Business School Speaker Series: *When to Give the Why or How: Tailoring Explanations to Fit Observers' Construal* (March 2021)
- Duke University, Fuqua Management Seminar Series: *When to Give the Why or How: Tailoring Explanations to Fit Observers' Construal* (August 2020)

- Columbia University, Vagelos College of Physicians and Surgeons: *Developing, Managing, and Leading Yourself and Others During the Major Clinical Year* (January 2018)
- Columbia University, Leadership in Organizations Guest Lecture: *Gender and Culture* (November 2017, 2018)

#### SELECTED CONFERENCE PRESENTATIONS \*presenting author

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- Carter, A. B.\*, Danbold, F., & Wiesenfeld, B. M. (2023, March). *Construal Level Stereotypes: Perceived Differences in Groups' Abstract versus Concrete Cognitive Style*. Paper to be presented at the International Convention of Psychological Science, Brussels, Belgium.
- Carter, A. B.\*, Talbot, T., Dodson, S., Diekmann, T., & Wiesenfeld, B. M. (2022, August). *Coupling Big-Picture and Detailed-Oriented Roles in Working Dyads: Subjective Costs and Objective Benefits*. Paper presented at the meeting of the Academy of Management, Seattle, Washington.
- Carter, A. B.\*, Danbold, F., & Wiesenfeld, B. M. (2021, October). *Construal Level Stereotypes: Perceived Differences in Groups' Abstract versus Concrete Cognitive Style*. Paper presented at the meeting of the Society of Experimental Social Psychology, Santa Barbara, California.
- ‡ Gündemir, S., Carter, A. B.\*, Galinsky, A. D., & Kirby, T. A. (2020, February). *Connection through distinction: The causes and consequences of whites' adoption of minority cultures*. Paper presented at the meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.
- ‡ **Interviewed & featured in podcast episode of [NPR's Hidden Brain](#)**
- Carter, A. B.\*, Toma, C., & Phillips, K. W. (2019, October). *Diversity is great! Just less so for me: Self-Other asymmetries in pro-diversity attitudes and choices*. Paper presented as an Early Career Scholar Data Blitz at the meeting of the Society of Experimental Social Psychology, Groups Preconference, Toronto, CA.
- ‡ Carter, A. B.\* (2018, May). *The cognitive consequences of group composition: A construal level framework*. Paper presented at the Distances in Organizations Workshop, Montreal, CA.
- ‡ **Best Student Paper Award**

#### WRITING AND PUBLICATIONS

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- Turetsky, K. M., Curley, J. P., **Carter, A. B.**, & Purdie-Greenaway, V. (2022). Explaining the gender gap in negotiation performance: Social network ties outweigh internal barriers. *Journal of Social Issues*, <https://doi.org/10.1111/josi.12536>.
- Kinias, Z., Akinola, M., **Carter, A. B.**, Norton, M., Phillips, K. W. (2019, September 16). Integrating Diversity into Business Education. INSEAD Knowledge Blog. [https://knowledge.insead.edu/blog/insead-blog/integrating-diversity-into-business-education-12406?from=2019-07-3&to=2019-07-3&calendar\\_month=12&calendar\\_year=2017](https://knowledge.insead.edu/blog/insead-blog/integrating-diversity-into-business-education-12406?from=2019-07-3&to=2019-07-3&calendar_month=12&calendar_year=2017)
- Carter, A. B.**, Bobocel, D. R., & Brockner, J. (2019). When to explain why or how it happened: Tailoring accounts to fit observers' construal level. *Journal of Experimental Psychology: Applied*, <https://doi.org/10.1037/xap0000236>.
- ‡ **Carter, A. B.**, & Phillips, K. W. (2017). The double-edged sword of diversity: Toward a dual pathway model. *Social and Personality Psychology Compass*, <https://doi.org/10.1111/spc3.12313>.
- ‡ **Top 20 most downloaded recent articles at SPPC**
- Moore, D. A., **Carter, A. B.**, & Yang, H. H. J. (2015). Wide of the mark: Evidence on the underlying causes of overprecision in judgment. *Organizational Behavior and Human Decision Processes*, <https://doi.org/10.1016/j.obhdp.2015.09.003>.
- Brockner, J. & **Carter, A. B.** (2014). Towards the fifth wave: Justice as a dependent variable. In D. D. Steiner, S. W. Gilliland, & D. Skarlicki (Eds.), *The Social Dynamics of Organizational Justice* (pp. 251-286). Charlotte, NC: Information Age Publishing, Inc, <https://doi.org/10.1016/j.riob.2015.07.002>.

#### Working Manuscripts

- Carter, A. B.**, Danbold, F., & Wiesenfeld, B. M. *Construal Level Stereotypes: Perceived Differences in Groups' Abstract versus Concrete Cognitive Style*.
- Carter, A. B.**, Wiesenfeld, B. M. *Preventing Groupthink through a Concrete Construal Intervention*.

## FELLOWSHIPS AND AWARDS

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- 2019 – 2022 New York University Provost's Postdoctoral Fellowship
- 2018 Promising Young Educator Award, presented by The PhD Project Management Doctoral Students Association
- 2018 Best Student Paper Submission Award, for the paper titled, *The cognitive consequences of group composition: A construal level framework*, presented at the Distances in Organizations Workshop, Montreal, CA

## RELATED EXPERIENCE

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- 2020 – Freelance Leadership Coach
- I work with professionals one-on-one and in small groups to share simple, research-backed strategies that help individuals better understand themselves and others, align their everyday behaviors with their underlying values, and expand into their highest potential self.
  - Clients: Columbia Business School, NYU Stern Leadership Accelerator, Vortex Games

## RECENT SERVICE

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- Nov 2022 CBS Marketing Association Conference Faculty Moderator
- Panel: Modern and DEI Strategy for Marketing
- 2021 – 2022 NYU Stern Signature Project Co-Advisor
- In this applied learning opportunity, select MBA students develop a research and evidence-based program and curriculum for their Full-Time MBA Program that will help students become more effective inclusive managers and future leaders.
  - Faculty Co-Advisor: Dolly Chugh
- 2021 – 2022 Master's Thesis Faculty Sponsor
- MA student: Mei Xing Lin, New York University Psychology

## PROFESSIONAL AFFILIATIONS

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Academy of Management · Society of Personality and Social Psychology · PhD Project Management Faculty of Color Association

